



Modern Slavery Statement

Equatorial Traders Ltd





Modern Slavery Act 2015

This statement is made pursuant to 54(1) of the Modern Slavery Act 2015 and sets out the steps that Equatorial Traders Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This statement applies to Equatorial Traders (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022/2023.



Definitions

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Equatorial Traders Limited has a zero tolerance approach to any form of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.



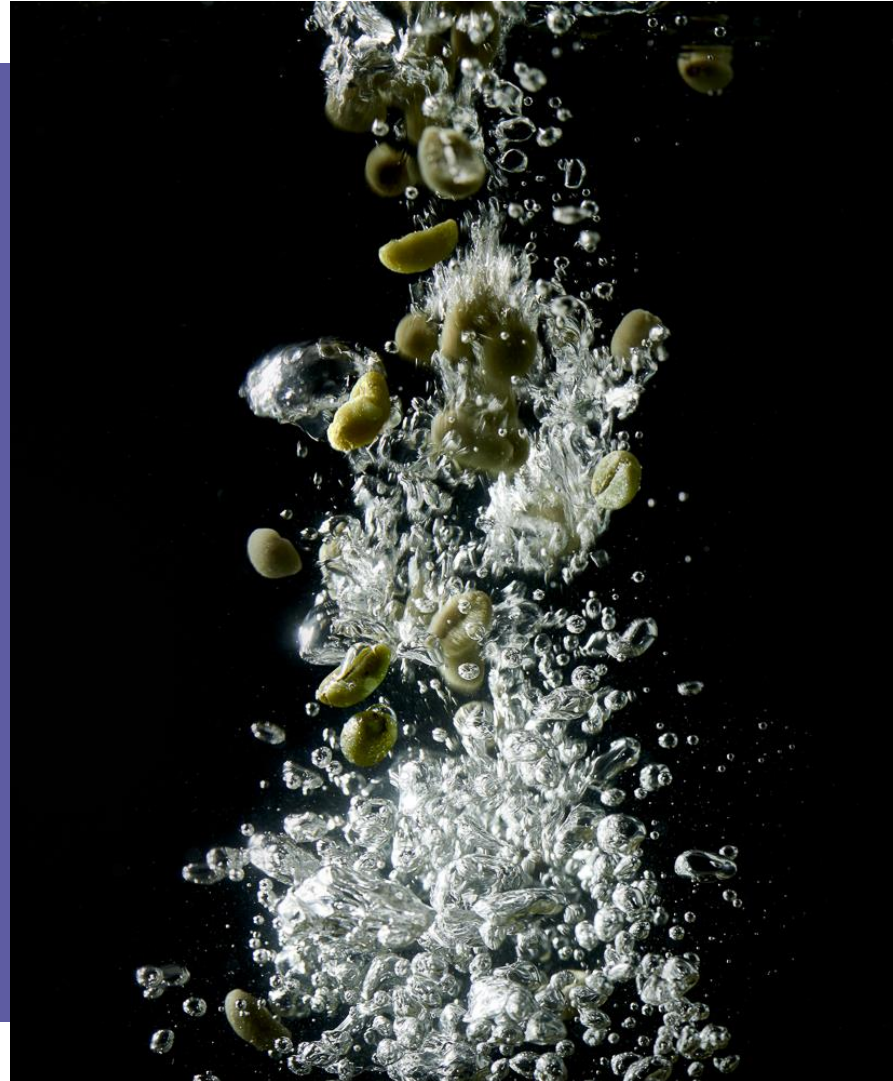
We consider modern slavery to encompass:

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

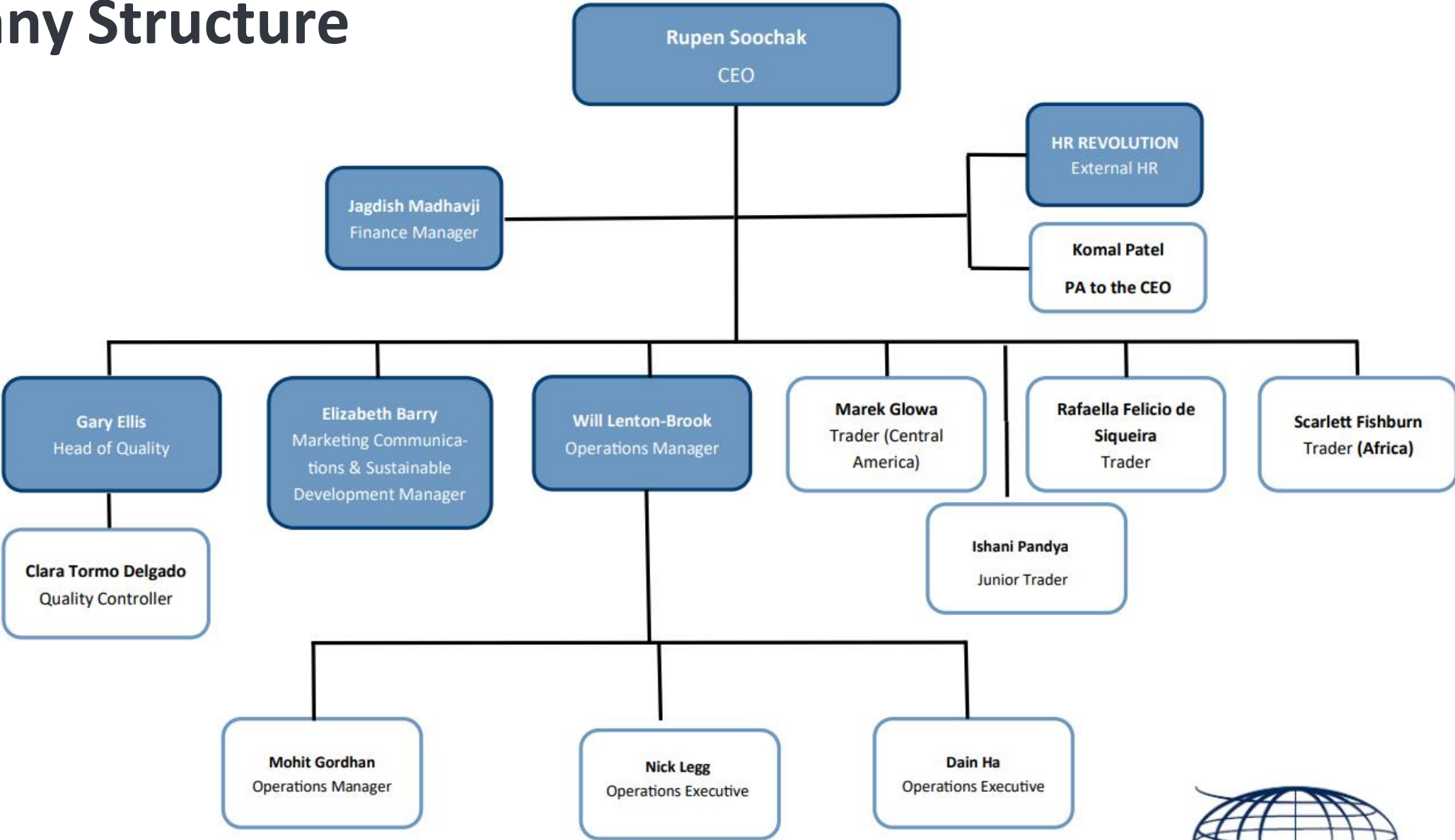
Our Business and Organisational Structure

- We are a green coffee trading company of office seating
- Our head office is based in London, UK and we procure from and supply to an international supply chain
- We have a local administrative office in Addis Ababa, Ethiopia
- Our annual turnover is on average around 60 million USD



- There is one centralised office from which location all employees work:
Unit 3, The Onyx, 102 Camley Street, King's Cross, London N1C 4PF
- In addition, it has been agreed that all employees can work from home in line with company policy

Company Structure



Our Business and Organisational Structure



Management and Sourcing

- The organisation is controlled by a Board of Directors
- The organisation sources the highest quality coffees from all over the world, offering customers unparalleled service in managing the supply chain from tree to cup

Production and Supply Chain

- Demand for the product is consistently high throughout the year and is therefore not seasonal
- The labour supplied to the organisation in pursuance of its operation is carried out in countries in Central and South America, Asia, Africa, Europe and Australia

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.



Coffee Supply Chains



In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of coffee from various suppliers in the United Kingdom, Africa, Asia, Central and South America.

We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential Exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in its coffee supply chains because they involve the provision of labour in a country where protection against breaches of human rights may be limited. In general, the Organisation considers its exposure to slavery/human trafficking to be relatively high. It has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Given the nature of what we do we believe that there is a low risk of slavery or human trafficking having a connection with our business activities, but there is no room for complacency in that belief, so we have taken the steps detailed below.



Steps and Due Diligence



The Organisation carries out due diligence processes throughout the company and across its supply chains.

The Organisation carries out annual reviews of Key Performance Indicators to measure effectiveness



The Organisation has policies in place to mitigate and enforce its stance on Modern Slavery

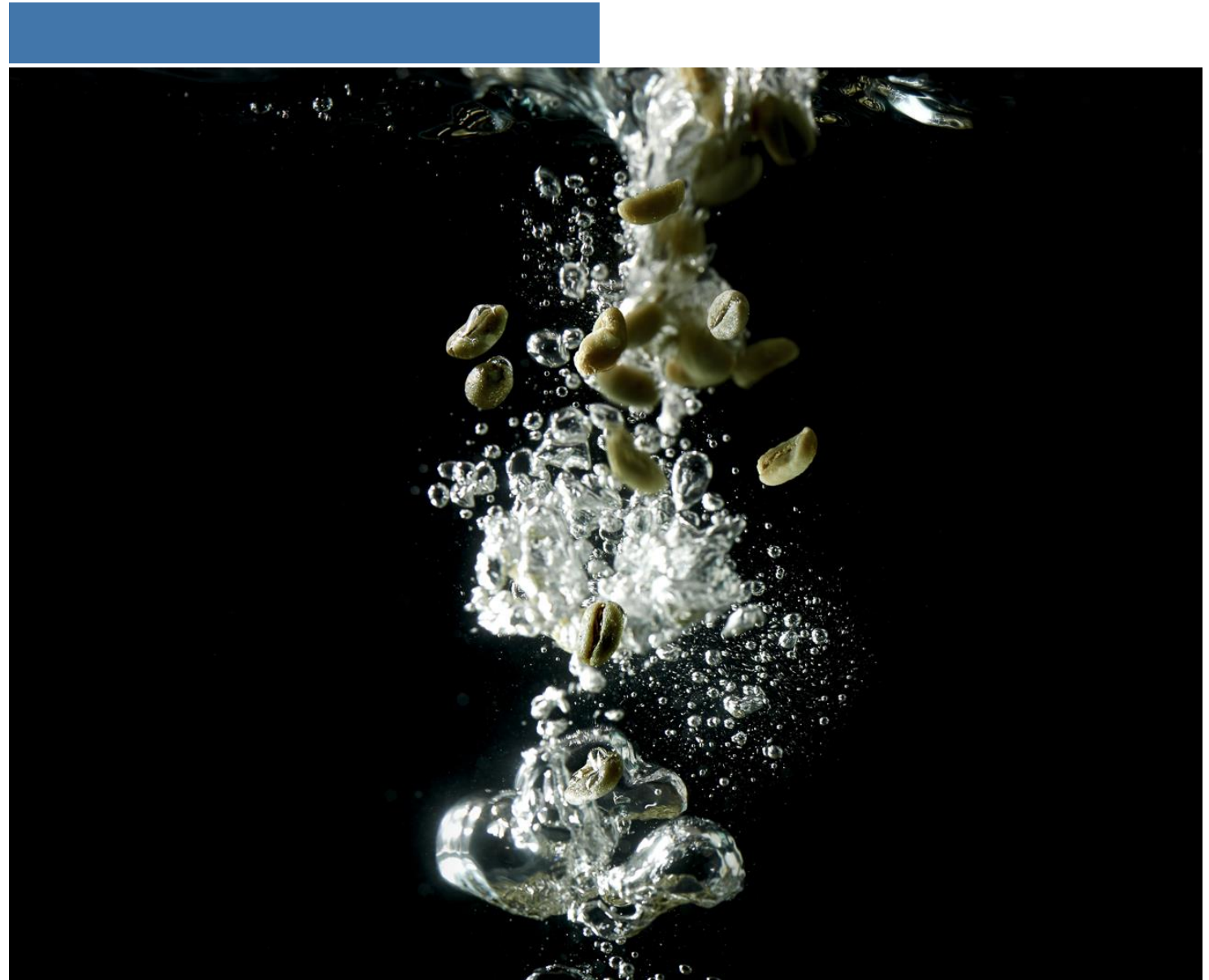
The Organisation works with multiple certification bodies and are members of the British Coffee Association and Specialty Coffee Association of Europe



Due Diligence

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation will take steps to ensure that modern slavery is not taking place.



Key Performance Indicators



The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains:

- training and capacity building of staff about modern slavery issues, measuring changes in awareness of risk; appropriate decision-making and swift action, as appropriate.;
- grievance procedures and whistle-blowing procedures for workers and employees if cases are suspected or found;
- visibility, leverage and oversight of suppliers in relevant goods and services supply chains.

Policies in relation to slavery and human trafficking

The Organisation has the following policies which further define its stance on modern slavery:

- Corporate social responsibility policy
- Supplier code of conduct
- Recruitment policy
- Employee Handbook

We are conscious of the need to maximise sustainability efforts throughout the supply chain in order to preserve the social and ecological environment that our coffees rely on. We endeavour to source our coffees in a fair and responsible way, working with multiple certification bodies, hold ISO 9001:2008 certification and are members of the British Coffee Association and Specialty Coffee Association of Europe.

Policy Making and Slavery Compliance Officer



Rupen Soochak
Managing Partner



Komal Patel
Office Manager & P.A



Mohit Gordan
Operations Manager



Elizabeth Langdon
Marketing & Slavery
Compliance Officer

Within the organisation there is a dedicated team to undertake policy making under which all concerns regarding modern slavery should be addressed. Elizabeth Langdon is the Slavery Compliance Officer who will then undertake relevant action with regard to the Organisation's obligations.



EQUATORIAL TRADERS

Contact

Equatorial Traders Ltd

Unit 3 The Onyx

102 Camley Street

King's Cross

London N1C 4PF

+44 208 864 9422

www.equatorialtraders.com

